

U.S. Army Medical Department Activity, Fort George G. Meade

Critical behavior (Source of performance standard)	Self-assess †	Orientation (Preceptor's initials & date)	Eval method ‡	Competency validated by supervisor (Signature & date)	Comments
COMPETENCIES AND PERFORMANCE CRITERIA IN OCCUPATIONAL AND ENVIRONMENTAL HEALTH NURSING					
Category 1: Clinical and Primary Care					
1. Competent					
A. Uses and documents the nursing process in care management					
(1) Acquires general, occupational and environmental health histories					
(2) Identifies and assesses occupational and non-occupational injuries and illnesses.					
(3) Develops a plan of care					
(4) Implements direct care and treatment					
(5) Maintains current knowledge of treatment modalities.					
(6) Evaluates care effectiveness					
(7) Documents all aspects of assessment and care management					
(8) Communicates findings to the client and, as appropriate, other individuals					
(9) Educates clients with consideration for literacy and culture to enhance compliance with the treatment plan					
(10) Follows up with client to assure a compliance with the treatment plan and modified the plan as needed					
(11) Maintains a list of referral providers and monitors provider arrangements for quality, timely access, customer services and outcomes					
(12) Refers client to health care provider(s) as indicated					
(13) Provides consultation when appropriate					
B. Assesses, diagnoses and treats clients consistent with appropriate standards and laws					
(1) Functions within the scope of state nursing practice regulation					
(2) Functions within the scope and standards of occupational and environmental health nursing practice					
(3) Distinguishes between the scope of nursing practice and the scope of practice for both paraprofessionals and other professionals providing care and consultation at the site					
(4) Identifies components of other practices acts that impact nursing practice					
C. Counsels clients on reduction of risks associated with occupational and environmental health and safety hazards					
(1) Assesses the client's knowledge in relation to work-related hazards and potential exposures in the client's home and community					

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I understand that of all the topics listed in this document, I will be allowed to perform only those listed for my skill level and scope of practice, after I have successfully demonstrated competency in those tasks.

Signature:

Date:

G-2

Clinical skills reference: *The Lippincott manual of Nursing Practice*, Lippincott-Raven Publishers, Sixth Edition, 1996

Supervisor's signature:

Date:

U.S. Army Medical Department Activity, Fort George G. Meade

Clinical and Primary Care -- Continued

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(2) Advises the client in relation to exposures, risk reduction and measures available to protect client health and safety					
(3) Fosters client responsibility for use of preventive and protective measures within the context of the organization's duty to provide a safe and healthy work environment.					
D. Uses and maintains an accurate and complete record keeping system, while maintaining confidentiality					
(1) Uses a record keeping system that documents health information in the client health record					
(2) Uses privacy policies and procedures to maintain confidentiality					
(3) Maintains and abides by the legal parameters governing documentation and record keeping					
2. Proficient					
A. Develops and evaluates clinical protocols and practice guidelines					
(1) Identifies and evaluates current resources for development and modification of clinical guidelines and protocols.					
(2) Uses knowledge of disease management and advances in research and practice in developing protocols and guidelines					
(3) Collaborates with other occupational and environmental health professionals in the development of guidelines and protocols					
(4) Evaluates the effectiveness of protocols and guidelines					
3. Expert					
(1) Facilitates the clinical professional development of other occupational and environmental health care providers					
(a) Provides clinical teaching and preceptorship to students and other health care providers					
Category 2: Case Management					
1. Competent					
A. Identifies the need for case management intervention					
(1) Establishes criteria and uses case findings and screenings to identify clients who are appropriate candidates for case management					
(2) Identifies cases for early intervention					
(3) Identifies gaps existing in the service continuum					
B. Conducts a thorough and objective assessment of the client's current status and case management needs					
(1) Assesses and documents a broad spectrum of client needs, including physical and psychological, using data from clients and families, other health care providers, health records, environmental exposure data, etc.					

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Case Management -- Continued

Critical behavior (Source of performance standard)	Self-assess †	Orientation (Preceptor's initials & date)	Eval method ‡	Competency validated by supervisor (Signature & date)	Comments
(2) Maintains awareness of cultural, economic and social issues that may impact health					
(3) Documents the client's health status and case management needs					
(4) Assesses informal and formal support systems					
(5) Assesses workplace, community, professional and vendor resources					
(6) Assesses the essential functions of the job to facilitate hiring, proper placement, fitness for duty, reasonable accommodation and return to work					
(7) Reassesses the health status of the worker periodically					
(8) Assesses benefit plans and their relationship to client needs that may impact recovery					
C. Uses and evaluates available health care resources to achieve an optimal health care outcome					
(1) Provides occupational and non-occupational case management consistent with statutes and company benefit programs					
(2) Facilitates participation of the client in designated plans for desired outcomes					
(3) Coordinates and monitors care and treatment from internal and external providers					
(4) Provides appropriate education for the worker, family, community and other resources providers					
(5) Coordinates administration of case management among benefit plans using legal, labor and regulatory guidelines					
(6) Implements effective return to work and modified duty programs					
(7) Facilitates rehabilitation, job accommodation or alternate work for occupational and non-occupational disabilities					
(8) Evaluates and monitors the plan of care to ensure its quality, efficiency, timeliness and effectiveness					
D. Collaborates with the client and others to use a multidisciplinary approach to achieve desired outcome(s)					
(1) Establishes communication plans involving internal and external parties appropriate to the case management plan					
(2) Develops a comprehensive case management plan including client goals, objectives and actions to achieve desired outcomes					
(3) Identifies community resources and coordinates referrals as appropriate					
(4) Engages in multidisciplinary consultation for complex cases					
(5) Uses primary, secondary and tertiary prevention strategies in planning to optimize each client's health status					
(6) Documents the plan and current status of the client in the health record					
(7) Communicates status and plan to others involved in the case					

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E. Uses and maintains an accurate, complete record keeping system, while maintaining confidentiality						
(1) Maintains and safeguards client's case management records in keeping with established codes of ethics and legal or regulatory requirements to assure confidentiality of health information						
(2) Obtains written client permission to release health information for each specific health condition						
F. Identifies changes in case management practice to bring about appropriate care and cost-effective outcomes						
2. Proficient						
A. Develops case management programs						
(1) Conducts review of current research and other literature in case management						
(2) Uses appropriate research findings in the development of policies, procedures and guidelines						
(3) Defines jointly with management the goals and scope of the organization's case management program						
B. Manages the case management program						
(1) Reviews the case management process annually or more often, as needed						
(2) Conducts comprehensive assessment of expenses and benefit utilization related to all disability cases						
(3) Assesses and modifies workplace policies and program protocols as needed						
(4) Determines and communicates role and responsibility of the client, supervisor/manager, case manager, health care providers, third party administrators/insurers, and others in the case management process						
(5) Analyzes and synthesizes quality monitoring and continuous improvement data to formulate modifications in the program						
(6) Analyzes trends and outcomes for success of case management programs						
(7) Develops policies and procedures for appeal of case management recommendations						
(8) Participates with internal and external groups and agencies to support or represent the case management program						
3. Expert						
A. Functions as a case management expert to internal and external audiences						
(1) Functions as a consultant						
(2) Develops and conducts educational programs to enhance the use of case management by health care providers, management and clients						

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Case Management -- Continued

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(3) Manages data and information systems for the purposes of research, trend analysis, program redesign and continuous quality improvement.					
(4) Participates in marketing and research related to case management services and the programs provided					
B. Designs integrated disability case management systems					
(1) Acts as a resource for the organization in the design, implementation and evaluation of the case management system					
(2) Develops disability case management systems that consider client satisfaction, business needs of the organization, client, employer and vendor desired outcome(s); and cost effectiveness measures					
(3) Conducts outcomes research aimed at identifying best practices					
(4) Synthesizes knowledge of developing business trends and models to maintain integrity of case management systems					
Category 3: Work Force, Workplace, and Environmental Issues					
1. Competent					
A. Coordinates client health screening and surveillance programs and services					
(1) Conducts health screening and surveillance activities including occupational and environmental health histories and health assessments					
(2) Identifies the scope and distribution of occupational and environmental disease, illness, exposure and injury occurrences using individual history health assessments					
(3) Participates with others to develop prevention and control strategies designed to maintain client and community health and safety					
(4) Maintains appropriate documentation of health information according to regulatory requirements and company policies and procedures					
(5) Serves as a member of committees					
B. Monitors the work environment to assure the health and safety of workers					
(1) Collaborates with other professionals to identify potential exposures to workers					
(2) Conducts and documents periodic worksite walk-throughs, focused inspections, records reviews, job hazard analyses, and incident investigations					
(3) Identifies exposure monitoring techniques					
(4) Reviews exposure monitoring data, and determines and documents appropriate action					
(5) Anticipates and assesses potential health hazards including review of resources such as material safety data sheets					
(6) Ensures availability and maintenance of appropriate control measures					

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Work Force, Workplace, and Environmental Issues -- Continued

Critical behavior (Source of performance standard)	Self-assess †	Orientation (Preceptor's initials & date)	Eval method ‡	Competency validated by supervisor (Signature & date)	Comments
C. Fosters compliance with current laws and regulations governing work force and worksite safety, health and environmental issues					
(1) Identifies compliance issues consistent with local, state and federal laws, regulations and standards for environmental health and worker health and safety					
(2) Implements and evaluates mechanisms to address compliance requirements					
(3) Participates in providing worker and management training to reduce hazards and foster compliance					
D. Interacts with organizations in the community that provide health and safety resources					
(1) Identifies community resources available to assist with the organization's occupational and environmental health and safety programs and services					
(2) Develops relationships with community organizations to further occupational and environmental health and safety objectives					
(3) Participates in community and organizational functions relevant to occupational and environmental health and safety					
E. Identifies internal resources, assets and capabilities which might be used in the event of a local or regional emergency and/or disaster incident					
2. Proficient					
A. Analyzes the risks associated with worksite hazards					
(1) Reviews documentation concerning production and quality control problems, workers' compensation claims, OSHA record keeping logs, safety surveys, inspection reports, accident reports, exposure monitoring reports, and relevant data from job hazard analyses to determine sources of risk					
(2) Performs risk assessments					
(3) Conducts trend analyses					
(4) Determines aggregate health risk patterns by reviewing scientific data and other informational sources					
(5) Serves as risk communicator to corporations, labor and government					
B. Develops, manages and evaluates population risk reduction and health surveillance programs and services					
(1) Develops collaborative recommendations for prevention and control of occupational injuries and illnesses based on hazard identification and trend analysis					
(2) Develops site-specific control strategies based on hazard identification and trend analysis					
(3) Develops and evaluates strategies of hazard abatement					
(4) Designs methods to evaluate program and service effectiveness and implement quality improvement efforts					

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Work Force, Workplace, and Environmental Issues -- Continued

Critical behavior (Source of performance standard)		Work Force, Workplace, and Environmental Issues		
		Self-assess †	Orientation (Preceptor's initials & date)	Eval method ‡
3. Expert				Competency validated by supervisor (Signature & date)
A. Serves as an occupational and environmental health and safety expert to corporations, government agencies, the community and other outside groups				
(1) Provides expert consultation on occupational and environmental health and safety issues				
(2) Offers expert testimony to governmental agencies and others on occupational and environmental health and safety issues				
(3) Advances the knowledge base in risk management and health surveillance by using root cause analysis, or other analytical approaches, and hierarchy of controls				
B. Influences policy relating to occupational and environmental health risk reduction surveillance				
(1) Provides leadership within the organization to develop and review occupational and environmental health policy				
(2) Serves on national committees, boards, or agencies that address occupational and environmental health issues, regulations and policy				
Category 4: Regulatory and Legislative				
1. Competent				
A. Demonstrates compliance with laws and regulations governing nursing practice				
B. Monitors legislative activities that may impact nursing practice, workers, worksite and environment. Identifies and communicates impact of legislation and regulations on occupational and environmental health and safety programs and services, as well as organizations.				
2. Proficient				
A. Engages actively in efforts to affect policy making and practices governing nursing practice, workers, worksite and environment				
(1) Serves as spokesperson to local community and governmental agencies				
(2) Acts to influence regulatory and legal processes through individual and collective action				
(3) Serves as mentor and resource to others concerning regulatory and legislative issues				
3. Expert				
Influences legislative and regulatory public policy related to nursing practice, workers, worksites and environment				
(1) Serves on national committees, boards or agencies addressing policy				
(2) Serves as an expert in providing written comment or testimony				

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Category 5: Management						
1. Competent						
A. Coordinates the provision of occupational health programs and services						
(1) Identifies the organization's structure, culture and climate						
(2) Organizes and implements occupational health programs and services						
(3) Uses professional and regulatory standards to promote efficient, effective and safe health care delivery as well as safe working conditions						
(4) Participates in the formulation of goals, plans and decisions related to programs and services						
(5) Contributes to the development of the budget for the program or service						
(6) Participates in the design and implementation of methods for quality improvement and quality assurance based on data collected						
(7) Identifies and uses community resources						
(8) Determines and acquires support services, equipment and supplies to facilitate occupational and environmental health nursing programs and services						
(9) Participates in decision making related to acquisition, allocation and utilization of occupational and environmental health resources						
(10) Maintains knowledge of current technology, laws, trends, risk assessment and cost benefit analysis						
(11) Maintains knowledge of occupational and environmental health structures and systems						
(12) Participates in strategic and long range planning						
B. Monitors the quality and effectiveness of vendor services						
(1) Uses objective and valid methods to evaluate vendor services						
(2) Recommends changes to improve quality of programs and services						
C. Collaborates with the multidisciplinary team to foster the provision of effective health, safety and environmental programs and services						
(1) Engages all appropriate staff, including management and other health care professionals in developing occupational health and environmental programs and services						
(2) Engages team members in problem-solving activities and in evaluating programs and services						
(3) Participates in health and safety committees, team meetings and other appropriate team activities						
(4) Recommends changes in programs and services to the multidisciplinary team						

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Management -- Continued

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D.	Uses an ethical decision-making framework in all activities					
(1)	Advocates accessible, equitable and quality health care programs and services, including a safe and healthy work environment					
(2)	Establishes mechanisms for identifying and resolving ethical dilemmas and participates in the decision-making process					
2. Proficient						
A.	Designs and manages health, safety and environmental programs and services consistent with corporate culture, business objectives and the needs of worker and community populations					
(1)	Develops position descriptions for occupational health services personnel					
(2)	Determines staffing requirements of occupational health programs and services					
(3)	Participates in hiring and orientation					
(4)	Develops assessment tools for programs and services to identify areas of need, value and importance					
(5)	Collects and analyzes data and identifies trends to establish priorities and manage programs and services					
(6)	Collaborates with management to provide resources that support occupational and environmental health safety programs and services that meet the needs of the worker population and work environment					
(7)	Identifies resources for programs and services					
(8)	Develops goals and objectives consistent with the organizational mission, vision and culture					
(9)	Uses knowledge of organization theory, business principles and dimensions of professional practice in management role					
(10)	Manages human, operational and financial resources to effectively implement health, safety and environmental programs and services					
(11)	Establishes standards of performance and conducts performance appraisals annually					
(12)	Develops policies and procedures related to health and safety					
(13)	Collaborates with internal and external multidisciplinary teams to facilitate change					
(14)	Integrates research findings into planning for programs and services					
(15)	Develops methods to control the cost of occupational and non-occupational injuries and illnesses while monitoring quality and effectiveness					
(16)	Conducts and documents evaluation of programs and services, including measurement of outcomes, quality of interventions and cost benefit analysis					
(17)	Determines appropriate information management systems and coordinates resources to facilitate use					

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(18) Coordinates elements of strategic, long range planning within the organization					
B. Develops and manages a budget for programs and services					
(1) Develops, monitors and recommends a budget that provides for efficient and cost-effective programs and services, including human, operating and financial resources					
(2) Provides adequate resources for ongoing staff education and professional development					
C. Demonstrates effective use of resources, including cost benefits					
D. Negotiates vendor and provider contracts and evaluates effectiveness of programs and services					
(1) Participates in decisions regarding acquisition, allocation and utilization of programs and services					
(2) Develops cost-effective contractual relationships with vendors and providers					
(3) Monitors and evaluates programs and services provided and outcomes achieved					
E. Designs quality improvement methods to measure health outcomes					
(1) Identifies appropriate standards, guidelines or protocols indicative of quality processes and outcomes					
F. Conducts audits or reviews					
G. Conducts or participates in benchmarking					
H. Communicates with management on health programs and services outcomes and cost-effectiveness					
(1) Documents and submits plans to meet developed goals and objectives, targeted outcomes, and other measures and metrics					
(2) Develops and submits periodic reports that document budget projections versus actual expenditures, quality activities and measures, staff development activities, outcomes such as participation in programs and services, staff participation in interdepartmental and interdisciplinary activities and trends related to injuries and illnesses					
I. Implements activities that improve the level of occupational and environmental health personnel					
(1) Provides an environment for occupational and environmental health staff to participate in decision-making related to practice resources					
(2) Determines and coordinates opportunities for inservice education, staff development and continuing professional education					
(3) Creates learning opportunities for students in the occupational and environmental health setting					

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Management -- Continued

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3. Expert						
A. Functions as an expert and leader in a consultative or executive role, both internally and externally, to business, academia, government and the community						
(1) Advises clients on the recommended scope and focus of occupational and environmental health and safety programs and services						
(2) Presents options for the structure and delivery of occupational and environmental health and safety programs and systems						
(3) Directs strategic planning to develop comprehensive occupational and environmental health and safety programs and systems						
(4) Conducts research studies, synthesizes results and presents findings to enhance occupational and environmental health and safety programs and services						
(5) Plans and directs marketing and promotion of occupational and environmental health and safety programs and services and their value						
B. Establishes and communicates mission, vision, values and goals for occupational and environmental health programs and services						
(1) Determines the values						
(2) Establishes the vision, mission and goals						
(3) Integrates values, vision, mission and goals with the organization's mission, vision and goals						
Category 6: Health Promotion and Disease Prevention						
1. Competent						
A. Assesses the health needs of workers and worker populations						
(1) Performs needs assessment						
(2) Reviews the needs assessment results for program planning						
B. Plans, implements and evaluates health promotion and disease prevention strategies and programs						
(1) Defines goals and objectives using needs assessment data and the principles of the levels of prevention						
(2) Collaborates with other disciplines and community organizations to target and plan programs and services						
(3) Provides programs and services that increase awareness of health issues and choices						
(4) Implements prevention, follow up and referral programs and services as needed and evaluates their effectiveness						
(5) Assists workers, dependents and communities to modify health risk behaviors						
(6) Uses adult learning concepts in health education programs						

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Health Promotion and Disease Prevention – Continued

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C. Uses adult learning concepts in health education programs					
(1) Selects teaching methods and strategies with consideration of levels of prevention, readiness to change, cultural orientation and learning abilities					
(2) Provides health education using multiple teaching methods and strategies designed to enhance motivation and change behaviors					
(3) Includes techniques that promote personal and communitywide responsibility for health					
2. Proficient					
A. Develops health promotion and disease prevention programs and services					
(1) Assesses the psychological and physical environment, the organization of work, and the community to determine impact on health risks					
(2) Analyzes benefit and other health data to assess and target health promotion program needs for the worker population and the community					
(3) Designs programs and services using health behavior change models					
(4) Conducts trend analysis targeting health promotion and disease prevention programs and services					
(5) Develops primary prevention interventions to reduce the risk of disease					
(6) Develops secondary prevention strategies to encourage early identification and diagnosis of disease conditions					
(7) Develops tertiary prevention programs and services designed to restore health productivity					
(8) Provides operational direction for health promotion programs and services for planning, staffing, organizing and directing consistent with organizational philosophy and culture					
(9) Develops budget for programs and services					
(10) Selects, manages and evaluates vendor contracts to ensure quality of health promotion programs and services					
(11) Plans and directs marketing of the health promotion program to increase employee participation					
(12) Critically evaluates and applies research findings in program design					
B. Evaluates the health outcomes and return on investment of health promotion and disease prevention programs and services					
(1) Develops evaluation methodologies to detect changes in worker health behaviors and other health indicators following implementation of health promotion programs and services					
(2) Designs processes for evaluation of the cost-effectiveness and cost benefit analysis of specific health promotion activities and the comprehensive health promotion program					

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Health Promotion and Disease Prevention – Continued

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C. Communicates with management on health promotion and disease prevention initiatives, outcomes and effectiveness					
(1) Provides periodic reports that document health outcomes and return on investment of health promotion and disease prevention programs and services					
(2) Provides annual reports which include program performance, goal achievement and future recommendations					
3. Expert					
A. Serves as an expert in health promotion and disease prevention to corporations, government agencies, the community and other outside groups					
(1) Develops organizational policies to facilitate and support healthy worker and community behaviors and environments					
(2) Provides consultation on health promotion					
(3) Advises clients on the recommended scope, content and resources of health promotion programs and services					
(4) Recommends options for the structure and delivery of health promotion programs and services, including benefit design					
(5) Develops comprehensive, cost-effective, long range plans for health promotion programs and services					
(6) Conducts research studies and disseminates results to enhance health promotion programs and services					
(9) Designs systems for integration of health promotion strategies					
Category 7: Occupational and Environmental Health and Safety Education and Training					
1. Competent					
A. Implements occupational and environmental health and safety education and training					
(1) Identifies education and training goals and objectives based on worker needs assessment, organization practices and regulatory requirements					
(2) Provides education and training programs and services incorporating knowledge of current laws and regulations governing worker, worksite and community health and safety					
(3) Uses adult learning concepts in education and training programs					
(4) Collaborates with other disciplines in regard to education and training programs					
(5) Evaluates effectiveness of education and training programs					
(6) Maintains education and training records according to regulatory and other requirements					

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Occupational and Environmental Health and Safety Education and Training -- Continued

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2. Proficient					
A. Develops and evaluates occupational and environmental health and safety education and training programs and services					
B. Communicates with management on occupational and environmental health and safety education and training initiatives, outcomes and effectiveness					
(1) Provides periodic reports that document health outcomes and return on investment of health and safety education and training programs and services					
(2) Provides annual reports which include program performance, goal achievement and future recommendations					
3. Expert					
A. Serves as an expert in occupational and environmental health and safety education and training to corporations, government agencies, the community and other outside groups					
(1) Develops organizational policy					
(2) Provides consultation					
(3) Recommends options for the structure and delivery of education and training programs and services					
(4) Develops comprehensive, cost-effective, long range plans for education and training					
(5) Conducts research studies and disseminates results to enhance education and training					
B. Educates occupational and environmental health and other professionals					
(1) Develops, implements and evaluates curricula appropriate to various levels of educational preparation					
(2) Synthesizes research findings in curriculum development					
(3) Contributes to the peer reviewed literature					
(4) Mentors and encourages others to contribute to the peer reviewed literature					
(2) Provides education and training programs and services incorporating knowledge of current laws and regulations governing worker, worksite and community health and safety					

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Category 8: Research						
1. Competent						
A. Identifies resources that describe relevant research findings and applies them to practice						
(1) Reviews periodicals and other publications featuring research related to the field of occupational and environmental health and safety						
(2) Conducts search of the literature and other resources to address specific occupational and environmental health and safety issues						
(3) Applies research supported interventions to practice in cooperation with the occupational and environmental health and safety team						
B. Assists in identifying researchable problems						
(1) Contributes to identification of problems observed in practice settings						
(2) Works with the community to identify environmental health research issues or questions based on community concerns and interests						
2. Proficient						
A. Enhances research skills using mentoring and preceptorship opportunities						
(1) Identifies experienced researchers in the practice or academic setting						
(2) Seeks assistance as necessary to identify researchable problems, conduct research investigation, and interpret and evaluate research findings						
B. Identifies need for and initiates or participates in research on practice issues or problems						
(1) Evaluates research studies to determine quality of study, reliability and validity of methodology, and relevance to occupational and environmental health						
(2) Identifies researchable problems with consideration of current research priorities and other needs						
(3) Evaluates feasibility of conducting research						
(4) Protects the rights of research study participants						
(5) Identifies potential sources of funding, if applicable						
(6) Prepares or assists in preparing proposal(s) for peer review and potential funding						
(7) Conducts or assists in conducting research						
(8) Analyzes and interprets data to form sound conclusions, seeking assistance as needed						
(9) Communicates research findings through reports, articles or presentations						
(10) Promotes application of findings to occupational and environmental health and safety practice						

† E=Experienced ND=Never done NP=Needs practice NA=Not applicable (based on scope of practice)

‡ V=Verbal D=Demonstrated L=Lecture or video PE=Practical exercise

Name: _____

U.S. Army Medical Department Activity, Fort George G. Meade

Research -- Continued

Critical behavior (Source of performance standard)	Self-assess †	Orientation (Preceptor's initials & date)	Eval method ‡	Competency validated by supervisor (Signature & date)	Comments
C. Collaborates with researchers, other occupational and environmental health nurses and members of the occupational and environmental health and safety team in participating in research					
(1) Identifies expertise and other resources needed to plan and conduct research and analyze findings					
(2) Serves as a peer reviewer for professional publications					
3. Expert					
A. Builds and validates the scientific knowledge base and conceptual models of occupational and environmental health and safety					
(1) Develops a program of research building on previous knowledge and findings					
(2) Uses, tests and expands specific theoretical models in research studies					
B. Performs independent research and disseminates results					
(1) Serves as principal investigator for the research conducted					
(2) Disseminates findings through presentations, published articles in professional journals, and other media					
C. Serves as a mentor for nurses and other occupational and environmental health and safety professionals in the research process					
(1) Acts as a resource for identifying researchable problems, conducting research investigations, and interpreting and evaluating research findings					
(2) Facilitates involvement of other occupational and environmental health and safety professionals in the research process					
(3) Seeks opportunities to share expertise and encourage the novice researcher					
D. Influences occupational and environmental health public policy and research-related decisions					
(1) Serves as a peer reviewer for research grants					
(2) Serves on national committees, boards or agencies addressing occupational and environmental health research policy					
Category 9: Professionalism					
1. Competent					
A. Develops and implements a lifelong learning plan including strategies for academic education, continuing professional education and certifications as appropriate					
(1) Develops and plan for maintaining and expanding knowledge in nursing and occupational and environmental health and safety					
(2) Participates in regular continuing education activities to meet knowledge and skill needs					
(3) Plans for and/or obtains academic qualifications and certifications commensurate with learning plan					

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Name: _____

U.S. Army Medical Department Activity, Fort George G. Meade

Professionalism -- Continued

Critical behavior (Source of performance standard)	Self-assess †	Orientation (Preceptor's initials & date)	Eval method ‡	Competency validated by supervisor (Signature & date)	Comments
(4) Reviews plan and adjusts as needed					
B. Maintains scientific, regulatory and business knowledge appropriate to the nursing profession and to the specialty					
(1) Uses standards and practice guidelines and other relevant professional and regulatory documents as a framework for practice					
(2) Uses resources to obtain updated information					
(3) Implements scientific and business findings in practice and decision-making					
(4) Monitors laws and regulations affecting practice					
(5) Maintains professional behavior guided by laws, regulations, practice standards and ethical codes					
C. Implements an ethical framework for practice					
(1) Recognizes ethical dilemmas in practice					
(2) Maintains confidentiality of health information and records in accordance with professional codes, laws, regulations and guidelines					
(3) Incorporates AAOHN Code of Ethics and other professional resources into practice					
(4) Seeks consultation as needed for ethical decision-making and develops resolution					
(5) Evaluates resolutions to ethical conflicts					
D. Evaluates own performance					
(1) Establishes annual goals and objectives for work performance					
(2) Uses performance appraisal and self-assessment techniques to measure goal accomplishment, areas of strength and need for improvement					
E. Supports a research-based discipline					
F. Supports professional society(ies)					
(1) Maintains current membership(s) in relevant professional organization(s)					
(2) Participates in association governance and other related volunteer activities					
2. Proficient					
A. Acts as a role model and mentor					
(1) Fosters excellence in practice					
(2) Acts as a preceptor					
(3) provides support and direction to colleagues					

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U.S. Army Medical Department Activity, Fort George G. Meade

Professionalism -- Continued

Critical behavior (Source of performance standard)	Self-assess †	Orientation (Preceptor's initials & date)	Eval method ‡	Competency validated by supervisor (Signature & date)	Comments
B. Assumes leadership roles in advancing the profession					
(1) Assumes a leadership role within the environment					
(2) Participates in leadership activities in professional organizations at all levels					
3. Expert					
A. Advances the profession					
(1) Collaborates with leaders from other nursing specialties to address national and international issues related to nursing and occupational and environmental health nursing					
(2) Collaborates with other disciplines to address global health and safety issues					
B. Guides the development of policy initiatives that impact occupational health and safety					
(1) Develops policy for occupational and environmental health and safety					
(2) Influences legislative and regulatory policy					

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